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# AGENDA

## STANH PE 2023

Enhancing Police Legitimacy with a Community Safety  
and Well-Being Focus

September 19-21, 2023 | Charlottetown, Prince Edward Island



# Conference Agenda

Tuesday, September 19   Opening Night	
<b>Registration Desk</b>	<b>5:30 – 6:30 p.m.</b> <b>Main Concourse</b>
<b>Stanhope Opening Ceremonies and Welcome Reception</b>	<b>6:30 – 9 p.m.</b> <b>Memorial Hall</b> <b>Studio One / Mavor's Lounge</b>
<p>Join us as we kick off Stanhope 2023 with our official welcome and opening ceremonies at Memorial Hall in the Confederation Centre of the Arts. Paul Pedersen, Board Chair, Canadian Police Knowledge Network (CPKN), and Sandy Sweet, President, CPKN, will help set the stage for the next two days, followed by an interactive icebreaker and overview of the Stanhope conference.</p> <p>Afterward, mix and mingle with fellow delegates in Studio One and Mavor's Lounge during the welcome reception.</p> <p><b>Official Welcome</b></p> <ul style="list-style-type: none"> <li>Julie Pellissier-Lush, Knowledge Keeper, L'nuey</li> <li>Brad MacConnell, Chief, Charlottetown Police Service</li> </ul> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>Paul Pedersen, Board Chair, CPKN</li> <li>Sandy Sweet, President, CPKN</li> </ul> <p><b>Icebreakers:</b></p> <ul style="list-style-type: none"> <li>Paul Hebert, Board Member and Chair of the National Advisory Committee, CPKN</li> <li>Krystine Richards, Vice President of Operations, CPKN</li> <li>Rachel Cutcliffe, Director of Outreach and Communications, CPKN</li> </ul>	

Wednesday, September 20   Enhancing Police Legitimacy with a Community Safety and Well-Being Focus	
<b>5km Guided Run (optional)</b>	<b>7 a.m.</b> <b>The Holman Grand Hotel - Lobby</b>
<b>Breakfast Buffet and Registration Desk</b>	<b>7:30 – 8:30 a.m.</b> <b>Memorial Hall</b>
<b>Welcome</b>	<b>8:20 – 8:30 a.m.</b> <b>Memorial Hall</b>



<p><b>Enhancing Police Legitimacy with a Community Safety and Well-Being Focus</b></p>	<p><b>8:30 – 9:45 a.m.</b> <b>Memorial Hall</b></p>
<p>Police legitimacy and confidence are ever-present issues that become thrust into the spotlight following high-profile events such as the mass casualty in Nova Scotia. Research indicates that police legitimacy increases compliance, fosters a sense of cooperation from citizens, and improves community satisfaction, which then provides police services with the capacity to do their jobs effectively.</p> <p>Moderated by Paul Pedersen, Chief, Greater Sudbury Police Service, and Dave DeAngelis, Inspector, Peel Regional Police Service, this panel will share successes and challenges of enhancing police legitimacy in their regions and will discuss the importance of doing this through a community safety and well-being lens.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>• Dave DeAngelis, Inspector, Peel Regional Police Service</li> </ul> <p><b>Moderators:</b></p> <ul style="list-style-type: none"> <li>• Paul Pedersen, Chief, Greater Sudbury Police Service</li> </ul> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Fady Dagher, Chief, Service de police de la Ville de Montréal</li> <li>• Jim MacSween, Chief, York Regional Police Service</li> <li>• Del Manak, Chief Constable, Victoria Police Department</li> </ul>	
<p><b>Morning Break (light refreshments)</b></p>	<p><b>9:45 – 10 a.m.</b></p>
<p><b>Leading the Change</b></p>	<p><b>10 – 11 a.m.</b> <b>Memorial Hall</b></p>
<p>We are operating in an increasingly divisive cultural paradigm. We must be courageously inclusive in tackling a prevailing socio-cultural narrative that is destructive to all.</p> <p>Devon Clunis, former Chief, Winnipeg Police Service, and former Inspector General of Policing, Province of Ontario, will focus on addressing challenges from a constructive, collaborative, people-centric perspective.</p> <p>Come with an open mind and be prepared to share your point of view. We can all become agents of change in leading our culture to a better place.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>• Dave Tutte, Staff Sergeant, Halton Regional Police Service</li> </ul> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>• Devon Clunis, former Chief, Winnipeg Police Service, and former Inspector</li> </ul>	
<p><b>Break</b></p>	<p><b>11 – 11:05 a.m.</b></p>
<p><b>Police Relations and Racialized Communities: Human Rights Focused Approach</b></p>	<p><b>11:05 a.m. – 12:05 p.m.</b></p>
<p>This presentation highlights the journey of Peel Regional Police (PRP) in rebuilding fractured trust with Black, Indigenous, and racialized communities following several high-profile events. The Region of Peel is one of the most diverse communities in Canada.</p>	

<p>Dirk will walk the audience through PRP’s organizational experience in identifying and addressing systemic racism in policing from a Human Rights perspective, including collaborative partnerships with the Ontario Human Rights Commission (OHRC), academic experts, and Peel’s community based Anti-Racism Advisory Committee (ARAC). The presentation includes lessons learned, findings and strategies to improve relations with racialized communities.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>Paul Hebert, Director, Ontario Police College</li> </ul> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>Dirk Niles, Staff Superintendent, Peel Regional Police</li> </ul>	
<b>Group Photo</b>	<b>12:05 – 12:30 p.m.</b>
<b>Lunch</b>	<b>12:30 – 1:15 p.m.</b>
<b>Drone Regulations: Opportunities and Impacts for Policing</b>	<b>1:15 – 2:15 p.m. Memorial Hall</b>
<p>Jeremy Fountain, Remotely Piloted Aircraft Systems (RPAS) Flight Standards Program Manager, Transport Canada, will share the background on RPAS regulations and provide an update on proposed beyond visual line of sight regulations.</p> <p>Additionally, he will provide an overview of the regulatory support that RPAS provides to policing operations and the general impacts and opportunities it has on policing.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>Jack Crilly, Inspector, Toronto Police Service</li> </ul> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>Jeremy Fountain, Remotely Piloted Aircraft Systems Flight Standards Program Manager, Transport Canada</li> </ul>	
<b>What’s New in the Learning Management System</b>	<b>1:15 – 2:15 p.m. Studio One</b>
<p>This session is for anyone who is interested in learning more about upcoming LMS updates and enhancements and for anyone looking to learn more about Sessions and Organizational Units (OUs). We will be providing a brief overview of how sessions can be used in your custom courses. In addition, we will provide a demonstration that will:</p> <ul style="list-style-type: none"> <li>Build a sample course</li> <li>Add multiple sessions</li> <li>Work with sessions (registration and attendance)</li> <li>Session Reporting</li> <li>A brief overview of OUs <ul style="list-style-type: none"> <li>Create an OU using Bulk Add enhancement</li> <li>Using OU’s to register members to a course</li> </ul> </li> </ul> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>Sean O’Brien, Sergeant, Toronto Police Service</li> </ul>	



<b>Speakers:</b> <ul style="list-style-type: none"> <li>• Evan Jackson, Director of Information Management and Technology, CPKN</li> <li>• Lucas Sencabaugh, IT Development Manager, CPKN</li> <li>• Tom Strancaric, Technology Trainer, Hamilton Police Service</li> </ul>	
<b>Afternoon Break (light refreshments)</b>	<b>2:15 – 2:30 p.m.</b>
<b>Mass Casualty Commission: Implications for Training</b>	<b>2:30 – 4 p.m.</b> <b>Memorial Hall</b>
<p>The Mass Casualty Commission is an independent public inquiry created to examine the April 18-29, 2020, mass casualty in Nova Scotia. In the final report, the Commission provided recommendations based on their findings and lessons learned to prevent and respond to similar events and, ultimately, make communities safer across Canada.</p> <p>Moderated by Roger Wilkie, Deputy Chief, Halton Regional Police Service, this panel will discuss how the Commission’s recommendations might change training for national, provincial, and municipal police services as well as examine opportunities for collaboration amongst police services moving forward.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>• Dave Tutte, Staff Sergeant, Halton Regional Police Service</li> </ul> <p><b>Moderators:</b></p> <ul style="list-style-type: none"> <li>• Roger Wilkie, Deputy Chief, Halton Regional Police Service</li> </ul> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Assistant Commissioner Rob Gilchrist, Executive Director, Canadian Police College</li> <li>• Rob O’Reilly, Chief Learning Officer, RCMP</li> <li>• Catherine Filteau, Responsable du service de développement pédagogique, Direction de la recherche, de l’expertise et de la pédagogie, École nationale de police du Québec</li> <li>• Jeff Sandy, Superintendent, Halton Regional Police Service</li> </ul>	
<b>Adjournment</b>	<b>4 – 4:15 p.m.</b> <b>Memorial Hall</b>
<b>Traditional East Coast Lobster Dinner</b>	<b>6:30 – 9 p.m.</b> <b>Lobster on the Wharf</b>
<b>Hospitality Suite (Room 1003)</b>	<b>9 – 11 p.m.</b> <b>Holman Grand Hotel</b>



<b>Thursday, September 21   Enhancing Police Legitimacy with a Community Safety and Well-Being Focus</b>	
<b>5km Guided Run (optional)</b>	<b>7 a.m.</b> <b>The Holman Grand Hotel - Lobby</b>
<b>Breakfast Buffet</b>	<b>7:30 – 8:30 a.m.</b> <b>Memorial Hall</b>
<b>Announcements</b>	<b>8:20 – 8:30 a.m.</b> <b>Memorial Hall</b>
<b>Intimate Partner Violence: A Community Safety and Well-Being Approach</b>	<b>8:30 – 9:45 a.m.</b> <b>Memorial Hall</b>
<p>Intimate partner violence (IPV) can take on many forms, including physical, sexual, emotional, psychosocial, and financial abuse, or neglect. It can have devastating impacts on victims and survivors and can often be linked to human trafficking. As instances of reported IPV cases rise across Canada, survivors, police, and community partners play an essential role in social development, prevention, risk intervention, and incident response.</p> <p>Moderated by Tammi Ewart, Staff Sergeant, Hamilton Police Service, this panel will speak about the successes and barriers of police and community partnerships using Community Safety and Well-Being Plan programs. Through discussion, the moderator and panellists will also touch on the Mass Casualty Commission’s recommendations regarding domestic violence, family violence, and intimate partner violence.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>• Deborah Bourne, Superintendent, RCMP, E Division</li> </ul> <p><b>Moderators:</b></p> <ul style="list-style-type: none"> <li>• Tammi Ewart, Staff Sergeant, Hamilton Police Service</li> </ul> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Markie Dell, Survivor</li> <li>• Hannah Carter, Staff Sergeant, Hamilton Police Service</li> <li>• Candace Morely, Community Partner</li> <li>• Kayla McTaggart, A/ Detective, Peel Regional Police Service</li> </ul>	
<b>Morning Break (light refreshments)</b>	<b>9:45 – 10 a.m.</b>
<b>The Intersection of Police Professionalism and Education</b>	<b>10 – 11 a.m.</b> <b>Memorial Hall</b>
<p>The craft of the modern-day police officer is much different from simple law enforcement and crime reduction duties of yesterday. With the advent of community policing and the need to form partnerships with multiple stakeholders, to promote public safety and community wellness, the role of police officers has morphed. As</p>	



such, the complexities and pressures imposed on police are far greater and require a well-educated, trained person to perform these difficult jobs.

The public demands accountability and professional police practice, and we believe this starts with the foundational education relevant to the profession.

**Session Host:**

- Darla Blackmore, Learning Development Manager, Calgary Police Service

**Speaker:**

- Dr. Graham Abela, Chief, Taber Police Service

**Break**

**11 – 11:05 a.m.**

**Artificial Intelligence and the Future of Crime and Policing**

**11:05 a.m. – 12:05 p.m.**

**Memorial Hall**

Generative Artificial Intelligence (AI) is a rapidly evolving subset of AI technology that can understand context and intention – and create new content – in ways we previously had not imagined. The implications of Generative AI in many lines of work are significant and policing is no exception.

Colin Stairs, Chief Information Officer, Toronto Police Service, will join forces with several colleagues from Microsoft to explore what AI means in policing along three key themes:

- How AI can enrich core policing competencies.
- How it can streamline peripheral tasks to free up time and resources.
- The new ways it is being harnessed by bad actors that police agencies across the world must be aware of and adapt to.

**Session Host:**

- Sean O’Brien, Sergeant, Toronto Police Service

**Speakers:**

- Colin Stairs, Chief Information Officer, Toronto Police Service
- Chris Fortin, Account Executive, Microsoft Canada
- Laura Pio, Principal Solution Specialist, Data and AI, Public Sector, Microsoft

**Lunch**

**12:05 – 1 p.m.**

**Foreign Interference: A Threat to Canada’s National Security**

**1 – 2 p.m.**

**Memorial Hall**

Canada is an open and free democracy with a reputation of being a friendly and welcoming country. Not everyone, however, shares these values. Some foreign states, or their proxies, use deceptive, clandestine, or coercive means to advance their strategic interests at the expense of Canada’s. This is foreign interference, and it is a threat to Canada’s national security.

Ruari Nicholson, Director General, Atlantic Region, Canadian Security Intelligence Service (CSIS), will explain what foreign interference is, why Canada is an attractive target, discuss what the Government of Canada and CSIS are doing to protect against it, and how to protect yourself.



<p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>• Simon Paré, Public Safety Canada</li> </ul> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Ruari Nicholson, Director General, Atlantic Region, Canadian Security Intelligence Service</li> </ul>	
<p><b>RCMP’s Journey Toward Accessible Learning: An Accessible Canada Act – Bill C-81 Awareness Session</b></p>	<p><b>1 – 2 p.m.</b> <b>Studio One</b></p>
<p>This session is for anyone who creates digital content. It is an awareness session where we will be sharing about RCMP’s Journey toward accessible learning and design with a focus on the Accessible Canada Act Bill C-81.</p> <p>The goal of this session is to:</p> <ul style="list-style-type: none"> <li>• Raise awareness of designing for accessibility.</li> <li>• Demystify myths on accessibility.</li> <li>• Recognize Bill C-81 and its importance.</li> <li>• Emphasize WCAG guidelines and common failures.</li> <li>• Highlight best practices.</li> <li>• Provide tips and tricks, tools, and resources to start you off.</li> </ul> <p>By raising awareness, our hope is to allow us all to move forward in the right direction. If you are someone who creates content for the web, sends communications via email, and shares digital documents, this session is for you.</p> <p><b>Session Host:</b></p> <ul style="list-style-type: none"> <li>• Natalina Keats, Director, National Learning Services, RCMP</li> </ul> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Indica Ten Den, Learning Design Specialist, RCMP</li> <li>• Subir Bose, Multimedia Developer, RCMP</li> </ul>	
<p><b>Afternoon Break (light refreshments)</b></p>	<p><b>2 – 2:15 p.m.</b></p>
<p><b>Active Bystander Training and Peer Intervention</b></p>	<p><b>2:15 – 3:15 p.m.</b> <b>Memorial Hall</b></p>
<p>In 2022 the Toronto Police Service (TPS) rolled out a service-wide initiative to introduce bystander training to all its membership. This is a type of training that has gained significant momentum in recent years and many policing organizations have undertaken similar efforts. Unlike some agencies that have relied on existing third-party training programs, the TPS utilized the available research and literature to design a training program specifically tailored to the needs of its members.</p> <p>The training is integrated into all recruit training and features prominently as part of each frontline officer’s annual recertification or “block” training. The training itself consists of a 90-minute presentation/lecture that is then reinforced with a live-action video simulation exercise. It covers issues such as understanding the powerful inhibitors that prevent members from actively intervening when appropriate as well as various ways that interventions may be performed as appropriate.</p>	





This presentation will be an overview of the background of how this course was developed, a look at its contents, and an early reflection on how it is being received to date.

**Session Host:**

- Jack Crilly, Inspector, Toronto Police Service

**Speakers:**

- Shannon Warcop, Sergeant, Toronto Police Service
- Frank Barredo, Superintendent, Toronto Police Service

**Competencies in Practice: New and Emerging Trends for Police**

**2:15 – 3:15 p.m.**

**Studio One**

This session is for anyone who is looking to inform their understanding of competencies, be exposed to current use of competencies by Canadian police services and identify impactful emerging trends in competency-based management.

- Define Competency-Based Management
- Define Competencies
- Create awareness of Competency use within the Canadian Police Sector, including the CPKN CBM Framework (PSC)

Provide an overview of emerging trends in Competency development and use that could/is impacting Canadian Police

**Session Host:**

- Betty Froese, Learning and Development Manager, Vancouver Police Department

**Speakers:**

- Chuck Byham, Inspector, York Regional Police
- Christine Wett, Curriculum Designer, Calgary Police Service
- Sean O'Brien, Sergeant, Toronto Police Service

**Break**

**3:15 – 3:30 p.m.**

**Collaboration and Standardization of Police Education: Considering the Mass Casualty Commission Recommendations and Beyond**

**3:30 – 4:30 p.m.**

**Memorial Hall**

In aftermath of the George Floyd murder, the Canadian Association of Chiefs of Police (CACP) Human Resources +Learning committee and CPKN collaborated to create an inventory of existing training related to how police officers engage citizens and the communities they serve. The idea was to promote trust and confidence in policing by demonstrating proactiveness in providing culturally relevant training to police officers.

This session focusses on the important training takeaways from the Mass Casualty Commission Report, and what this community can do to adopt a more professional, collective approach to police education.



Participants will be asked to bring forward their perspectives and be engaged in discussions that will seek to find a way forward to collaborate on important training initiatives related to Trust and Confidence in policing.

**Session Host:**

- Chuck Byham, Inspector, York Regional Police

**Speakers:**

- Geneviève Tremblay, Director, RCMP
- Wyllie Allan, Deputy Chief, Barrie Police Service
- Sandy Sweet, President, Canadian Police Knowledge Network

<b>Closing Remarks</b>	<b>4:30 – 4:45 p.m.</b> <b>Memorial Hall</b>
<b>Dinner at Top of the Park</b>	<b>6:30 – 9 p.m.</b> <b>Red Shores Racetrack and Casino</b>
<b>Hospitality Suite (Room 1003)</b>	<b>9 – 11 p.m.</b> <b>Holman Grand Hotel</b>